

**The Orange County  
Health Care Agency  
Is Seeking A  
Dynamic Leader  
To Serve As  
Director of  
Public Health  
County Health Officer**



## THE COMMUNITY

Located on the Southern California coast with a culturally diverse population of 3.2 million, Orange County enjoys a nearly perfect climate in which parks and beaches provide abundant opportunities for outdoor activities. Orange County boasts some of California's finest communities, and is the home to some of the State's most popular attractions including Disneyland and Knott's Berry Farm, exciting professional sports, and quality venues for visual and performing arts. The County takes particular pride in its leading educational institutions, thriving business economy, and well-educated workforce. It's easy to understand why the County was recently named the "best place to live in North America."



## THE COUNTY

The County of Orange is a regional service provider and planning agency whose core businesses include public safety, public health, environmental protection, regional planning, public assistance, social services, and aviation. The County is governed by a five-member Board of Supervisors elected by district for four-year overlapping terms. The CEO appoints the Director of the Health Care Agency.

## THE HEALTH CARE AGENCY

Consistent with the County's overall mission, the Orange County Health Care Agency maintains and protects the health of its citizens through the planning, organization and coordination of public and private sector efforts to provide a safe and healthful environment and prevent the occurrence and spread of disease. Agency activities are carried out by a staff of 2,600 and a FY05-06 budget of \$483.5 million. State and Federal revenues are the primary source of Agency income. The largest single revenue source is State Realignment Funds, which account for 39% of Agency revenue.

Along with Behavioral Health Care, Medical and Institutional Services, and Regulatory Services, Public Health is a major service area of the Agency. Public Health monitors the incidence of disease and injury in the community and develops and applies preventative strategies to maintain and improve the health of the public. Typical Public Health services include:

- California Children Services
- Epidemiology
- Employee Health
- Communicable Disease Control
- Tobacco Use Prevention
- Maternal & Child Health
- Dental Health Services
- Public Health Laboratory
- Health Promotion & Disease Prevention
- Field Nursing

Public Health operations are conducted through a staff of 951 employees and a FY05-06 budget of \$118.5 million.

## CURRENT ISSUES AND PRIORITIES

The Health Care Agency continues to address significant public health issues so that the citizens and visitors can enjoy a safe and healthy environment. The Agency's Public Health Department offers a full array of public health services to meet the needs of the population. Detailed information regarding these services can be found at [www.ochealthinfo.com](http://www.ochealthinfo.com). In addition to providing the standard public health services, the following represents some current priorities for the County.

**Communicable Diseases:** A significant public health concern continues to be emerging communicable diseases such as influenza and avian flu and the ability to provide a sufficient response.

**Bioterrorism:** Over the last few years, the Health Care Agency has successfully established a fully operational Bioterrorism program and Disaster Response Team. To ensure that Orange County is properly prepared, periodic Agency-wide drills and training are conducted under the purview of the Public Health Director.

**Community Collaboration:** A long-standing commitment of the Health Care Agency has been to work in close collaboration with stakeholders in the development of community health improvement plans. The Health Care Agency is very dedicated to continuing its collaborative partnerships.



**Quality Assurance:** Ensure that access to quality medical care is available for all County residents.

**Health Promotion:** Educate and inform the community about Agency programs and services, placing special emphasis on children's health needs.

## THE POSITION

The Director of Public Health/County Health Officer provides leadership, direction and coordination to county-wide public health programs. This position plays a critical role in the executive team of the Health Care Agency. This individual will be the highest ranking physician in the organization and will serve as the County's Health Officer.

## THE IDEAL CANDIDATE

The ideal candidate will be a physician with significant experience in public health management with a broad vision for the future of public health services. A broad knowledge of other health related programs such as substance abuse and mental health is desired. Specific requirements are as follows:

### Qualifications

**Experience:** considerable experience as a public health manager in a generalized program is expected.

**License:** possession of a valid Physician's and Surgeon's Certificate issued by the California Board of Medical Examiners.

### Management Style

In addition to the above, the ideal candidate will be:

- a visionary leader of the highest integrity
- a team player and a team builder
- a confident, competent public spokesperson
- an excellent communicator
- collaborative, inside and outside the Agency
- able to connect with ethnically diverse populations
- able to stay current on a full range of health issues
- a "can do" advocate
- able to find common sense solutions
- flexible and open to change
- a strategic thinker

For additional information, see the Orange County Human Resources Department homepage at [www.oc.ca.gov/hr](http://www.oc.ca.gov/hr).



## COMPENSATION AND BENEFITS

The salary for the Director of Public Health/County Health Officer will be established based on the qualifications of the successful candidate. The salary for the previous incumbent was \$170,123. The actual salary range is \$106,080 to \$193,440. The County also offers an attractive benefits program, which includes the following:

### Retirement

- The County Retirement Program is under the 1937 County Employee Retirement Law with an enhanced benefit of 2.7% at age 55 years
- The County pays a portion of the employee's contribution

### Annual Leave Program

- 24 days of Annual Leave earned each year during the first three years of service
- 32 days of Annual Leave earned each year after the third year of service
- 37 days of Annual Leave earned each year after ten years of service
- 12 paid holidays

### Insurance

- Health (four plans available)
- Dental (100% paid for self and dependents)
- Salary Continuance Benefit – 60% of biweekly if disabled
- Paid Basic Life insurance \$125,000 (additional optional available)
- Paid Basic AD & D insurance \$125,000 (additional optional available)

### Additional Benefits

- \$3,500 annually toward a Cafeteria Plan (Optional Benefit Plan)
- 401(a) Defined Contribution Plan including County contribution of 3% of salary - biweekly
- 457 Defined Contribution Program
- Auto allowance – \$600 per month
- Annual Education and Professional Reimbursement (EPRP) – \$2,000 annually (may use to pay for renewal of professional medical license and CEUs)
- Health Care Reimbursement Account (HCRA)
- Dependent Care Reimbursement Account (DCRA)
- Free annual physical



## APPLICATION AND SELECTION PROCEDURE

**The final filing date for this recruitment is Friday, January 20, 2006.** To be considered for this excellent career opportunity, please submit your curriculum vitae/resume with cover letter, salary history and six work-related references to:



Christine Iams  
CSAC Human Resources Advisory Services  
241 Lathrop Way  
Sacramento, CA 95815  
Tel: 916 263-1610  
Fax: 916 561-7205  
Email: [resumes@cps.ca.gov](mailto:resumes@cps.ca.gov)  
Website: [www.cps.ca.gov/search](http://www.cps.ca.gov/search)

Resumes will be screened based on established criteria as it relates to successful job performance. Candidates with the most relevant qualifications will be given preliminary interviews. The most qualified candidates will be placed on an eligible list and referred to the County. The County will then decide which candidates will participate in the final selection process. This eligible list may also be used to fill vacancies with similar job requirements.

The County of Orange is an equal employment opportunity employer. Applicants are considered without regard to race, color, religion, gender, sexual orientation, national origin, age, disability, medical condition or marital status. Persons with disabilities are encouraged to notify CSAC Human Resources Advisory Services for appropriate testing accommodations.